



2006 Annual Report

Missouri Department of Labor and Industrial Relations



*“I believe that the government of this state
has a profound duty to the people. It exists to
secure their rights and improve their lives.”*

– Governor Matt Blunt



It is with great pride that I present to you the 2006 Annual Report of the Missouri Department of Labor and Industrial Relations. This report provides information on the programs and services offered through the Department while also highlighting significant changes that occurred during the year.

This Department carries out a wide range of services designed to keep Missourians safe at work, support businesses, provide economic security for those injured on the job and unemployed, and protect citizens through a variety of regulatory and anti-discriminatory functions.

Throughout 2006, the Department has worked toward achieving performance measures designed to show accountability to the citizens and taxpayers of Missouri. The performance measures are used to assist the Department in gauging its success in meeting customer needs.

Over the past year, the Department focused on improving performance measures that directly tie to our vision, mission and values. The following report provides a glimpse of the accomplishments and challenges the Department faced in 2006. We look forward to working with customers to improve services and exceed their expectations in the years ahead.

Respectfully submitted,


Rod Chapel
Director



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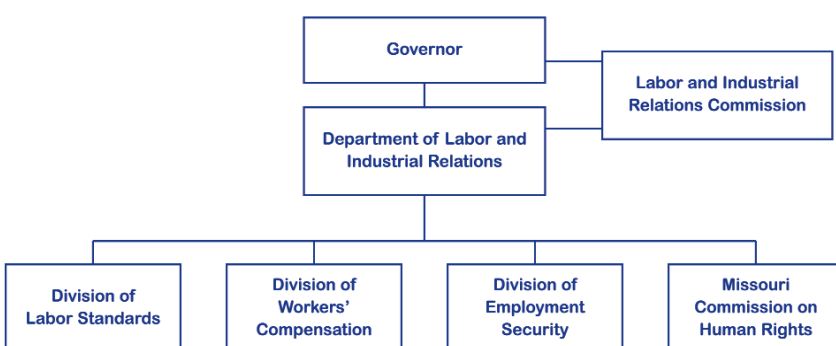
Introduction

“Every Missourian should be able to achieve their full potential, be blessed with financial security and be comforted knowing that we will keep our commitments and work together to build the Missouri of our dreams.”

– Governor Matt Blunt
2006 State of the State Address

The Omnibus State Reorganization Act of 1974 established the current Department of Labor and Industrial Relations. The Department is responsible for administering programs that (1) provide an income contribution for workers to offset the time lost from a job because of injury; (2) provide an income contribution for workers to offset the loss of a job because of layoff; (3) determine the appropriate bargaining unit for public employees; (4) regulate wages for public works construction projects; (5) promote safe working environments; (6) enforce Missouri's anti-discriminatory statutes in the areas of housing, employment and public accommodation; and (7) investigate allegations of workers' compensation fraud and noncompliance.

Agencies operating within the Department are: Labor and Industrial Relations Commission, Division of Labor Standards, Division of Workers' Compensation, Division of Employment Security, and the Missouri Commission on Human Rights.



Refer to pages 26 to 30 for a complete listing of all agencies and services offered by the Missouri Department of Labor and Industrial Relations.

Vision

Ensure Missouri has safe workplaces free from discrimination, an economically secure workforce and provide the most efficient services to those that do business with us.

Mission

The Missouri Department of Labor and Industrial Relations promotes economic security, safe and healthy workplaces, as well as protects wage earners and individuals against discrimination by improving working conditions, enforcing labor and anti-discrimination laws, and helping those unemployed, injured on the job or victims of crime.

Values

Leadership – Be the front runner in administering state and federal laws regarding employer and employee rights and responsibilities.

Partnerships – Collaborate with federal, state, and local partners and employees, other governmental agencies, communities and customers to provide the best environment for all who work in Missouri.

Accountability – Streamline programs and services to provide Missourians with exceptional service in the most cost-efficient manner.

Inventiveness – Provide the most innovative, creative and hassle-free services to Missouri citizens.

Office of the Director

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Division of Labor Standards

3315 West Truman Boulevard
P.O. Box 449
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Missouri Commission on Human Rights

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Fax: 573-751-2905
Home page: www.dolir.mo.gov/hr
E-mail: mchr@dolir.mo.gov

Changes Made to Missouri's Unemployment Insurance Law

The Missouri legislature passed House Bill 1456 in 2006 affecting the state's unemployment insurance program. Significant changes include a zero tolerance policy with respect to detectable amounts of alcohol and substance abuse and a provision that provides that absenteeism or tardiness may constitute a rebuttable presumption of misconduct.

Another change requires the directors of the Divisions of Employment Security and Workforce Development to submit an annual

report to the Governor and the General Assembly outlining recommendations for how to improve work search verification and claimant reemployment services. Stronger focus on reemployment will return claimants to work earlier and reduce the average amount of time workers claim benefits. This in turn will help strengthen the solvency of the Unemployment Compensation Trust Fund.

The legislation also provides enhanced overpayment recovery options for the

Missouri Division of Employment Security. Under the new law, the Division has the authority to intercept a claimant's federal income tax refund, to the extent allowed by federal law, and lottery winnings to recover overpayments. In addition, the legislation provides the Division with new methods to collect overpayments resulting from an appeals decision denying benefits that were previously paid.



House Bill 1456 Bill Signing

Mail Process Changes Lead to Lofty Savings

The Missouri Department of Labor and Industrial Relations saved \$45,018.66 in mailing costs during 2006. The savings is a result of process changes for handling large quantity outgoing mail pieces.

The savings occurred by redesigning nine of the department's large quantity mail pieces to utilize bar coding. The capability enables the department to take advantage of 100 percent of discounted rate savings available from the post office.

While the programming to add the bar coding feature to mail pieces is time consuming, the department will continue to work to redesign other large quantity mass mail pieces so that additional savings may be realized.

Missouri's Mine Safety and Health Program Takes Additional Safety Precautions to Protect Miners

In the wake of the tragic mine accidents in West Virginia that killed 14 in early 2006, the Missouri Division of Labor Standards' Mine Safety and Health Program began a "Mine Safety Walk and Talk" initiative in an effort to bring additional attention to safety in the mining industry. Mine safety staff members visited 292 mines since the initiative began in February.



Mine safety inspectors began the initiative with coal mines located in Bates County.

Missouri only has two coal mines, both of which are surface mines.

Over the past year, mine safety staff members have given 292 safety and health presentations to 2,939 mine employees. Presentations include topics on accident prevention methods, hazard awareness and

fire and evacuation procedures.

While Missouri does not have mining issues identical to West Virginia, the Division felt that additional safety consultations were necessary to ensure the safety of Missouri's miners.

The Division received an overwhelmingly positive response to the initiative from mine owners and the mining community.

New Online Method for Unemployed Workers to Check Claims Status

The Missouri Division of Employment Security implemented a new online method for unemployed workers to view their unemployment insurance claim information for current and past claims.

The online claims inquiry system shows the amount of weekly benefit payments the unemployed worker will receive, maximum amount on the claim, balance left on the claim, history of past payments and provides an explanation if benefits were denied for a specific week.

To view online unemployment claims information, visit www.dolir.mo.gov/es and click on "View Claim History." Unemployed workers will be asked to enter their previously

Missouri Department of Labor and Industrial Relations
Division of Employment Security
Internet Claims Inquiry

07/26/2006

The following is information about your Missouri unemployment insurance benefit claim.
*Note: If a week is **pending** for any reason it will not be displayed. You may get more detailed claim information by calling the Interactive Voice Response (IVR) System.

Benefit Year Beginning Date	06-11-2006
Weekly Benefit Amount	\$243.00
Maximum Benefit Amount	\$6318.00
Balance	\$5589.00

Week Ending	Process Date	Amount	
06-17-2006	07-06-2006	\$0.00	(? Denied-Excessive Earnings)
06-24-2006	07-06-2006	\$0.00	(? Denied-Not Available)
07-01-2006	07-06-2006	\$0.00	(? Waiting Week)
07-08-2006	07-11-2006	\$243.00	
07-15-2006	07-18-2006	\$243.00	
07-22-2006	07-26-2006	\$243.00	

Benefits were paid to you from 06-11-2006 to 07-22-2006 in the amount of \$729.00.

[View Another Claim](#) [Print Information](#)

established personal identification number (PIN) and other identifying information.

New Method to Detect Potential Unemployment Overpayments

The Missouri Division of Employment Security began using a new programming method in January 2006 to detect overpaid unemployment insurance benefits. The programming was made possible by a \$128,000 grant provided by the United States Department of Labor.

The grant gave the Division the opportunity to develop computer programming to match data with the National Directory of New Hires (NDNH) of the federal Office of Child

Support Enforcement. The NDNH is a great new tool to use in assuring employers that unemployment benefits are paid properly and that those who abuse the system are caught and penalized for their actions.

Under the NDNH, employers report information on newly hired employees to the state child support agency. The state then forwards the information (along with quarterly wage and unemployment insurance records) to the National Directory of New Hires, an automated centralized repository of employment information.

Cross-matching information in the NDNH database with unemployment insurance records allows the Division to detect if a person has gone to work almost anywhere in the United States and continued to claim Missouri unemployment benefits. Missouri has been matching in-state new hire records for eight years, but this resource expands the amount of information available to detect potential overpayments.

Over 4,700 potential cases have been identified through the NDNH data since January 2006.



*Division of Employment Security
Benefit Payment Control Unit*

Missouri Collects Over \$865,000 in Unpaid Unemployment Taxes

Missouri's unemployment insurance program recovered \$869,411.37 in unpaid taxes from an employer who failed to report its full share of state unemployment taxes.

State Unemployment Tax Act (SUTA) dumping allows some employers to lower their unemployment taxes by shifting their

payrolls to a new corporation or by buying a different firm and using that company's lower tax rate. The accrued charges in the old accounts are left behind and are not picked up by the new accounts. These unpaid charges are not paid by the employer who incurred the charges, but instead are spread among all employers.

“Safe Jobs for Youth” Campaign is Multi-Faceted

The Missouri Division of Labor Standards kicked off its annual “Safe Jobs for Youth” campaign in May focusing on educating schools, employers, parents and youth on workplace safety issues and concentrating on preventing teen injuries on the job.

The campaign included newspaper and radio advertising throughout the state, mall and cinema signage in metropolitan areas, posters and a new website www.TeensWorkSafe.com. The new website provides answers to frequently asked questions of employers, parents and school officials, as well as contains printable brochures explaining restrictions on age, number of hours and occupations under which youth may work regarding Missouri’s child labor law. Prohibited occupations generally involve dangerous equipment (cookers, slicers), dangerous materials (such as toxic chemicals) and dangerous duties (driving, roofing).

The division works closely with Missouri employers, parents and school superintendents to encourage youth to participate in the work world and helps assure that their first job is safe, appropriate and complimentary to their education.

www.TeensWorkSafe.com

teens WORK SAFE .COM

Youth Employment

The teenage years are an important part of everyone's lives. A greater discovery of the world takes place and the march towards adulthood begins.

One of the first great experiences during this time is the first job. Responsibility, timeliness, honesty, teamwork, resourcefulness, the ability to communicate, decisiveness and confidence are all elements of that first paycheck. The Missouri Division of Labor Standards closely works with Missouri employers, parents and school superintendents to encourage youth to participate in the work world and helps assure that their first job is safe, appropriate and complimentary to their education.

Missouri's child labor law (Chapter 264, RSMo) provides guidelines to employers who employ 14 and 15-year olds. For example, work certificates are required before employment begins; the certificates are issued by the local public school superintendent's office. In addition, there are time and hour restrictions for 14 and 15-year olds. These times differ whether a teen currently is attending school or is out on summer break. Most important, there are prohibited occupations listed (such as cooking, driving and roofing) which teens, parents, employers and school superintendents need to be aware.

There are approximately 165,000 14 and 15-year olds in Missouri. The Division of Labor Standards is committed to working with teens, parents, employers and school superintendents as a partner to positively shape every Missouri teen's experience in the workplace. We invite you to browse the information on this website and begin a dialogue with us on youth workplace safety in Missouri.

Need a form? Download (PDF) a Work Certificate or an Entertainment Work Permit Request - A child 14 or 15 years of age must obtain a work certificate and submit it to the Missouri Department of Labor and Industrial Relations, Division of Labor Standards. Regardless of where the child attends school (public school, private school or home school), the work certificate must be obtained from the superintendent or authorized designee of the public school district where the child resides.

FAQ - Youth Employment

- For Parents
- For Employers
- For Schools

Resources

- Safety Tips
- Forms
- Brochures
- Door-to-Door Sales
- Missouri Child Labor Law
- Federal Child Labor Laws
- Work Certificate PDF
- Entertainment Work Permit PDF
- Youth Employment Resources

Radio Messages

- Gas Mask :30 MP3
- Heavy Equipment :30 MP3
- Wake Up :30 MP3
- Work Late :30 MP3
- Inter Med :30 MP3
- Healthy Family 5/24/06
- Healthy Family 5/25/06
- Healthy Family 5/26/06
- Healthy Family 5/14/06
- Healthy Family 5/15/06
- Healthy Family 5/16/06

Contact Us

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Child Labor is a program of the Missouri Division of Labor Standards

— First Major SUTA Dumping Case

Last year Governor Blunt signed legislation closing loopholes which allowed employers to dodge some of their unemployment insurance taxes. The legislation was in response to the federal “SUTA Dumping Prevention Act of 2004” which was signed by President Bush a year earlier.

Under state statute, the Division of Employment Security is responsible for ensuring all employers comply with the law. By bolstering the program’s integrity, the division can help to maintain solvency within the state’s unemployment insurance trust fund, which assists those who need and are entitled to unemployment benefits.

Workers' Compensation Conference Draws its Biggest Crowd

The Missouri Division of Workers' Compensation hosted its Twelfth Annual "Missouri Issues in Workers' Compensation" conference on June 12 & 13, 2006.

The two-day conference examined current issues that affect employers, employees, insurers, medical providers and anyone who comes in contact with the Missouri workers' compensation system.

Senator Michael Gibbons, President Pro Tem, Missouri Senate, was the keynote speaker and the Honorable Rod Jetton, Speaker of the Missouri House of Representatives, gave the luncheon speech.

The conference attracted over 500 participants, the Division's biggest crowd to date.



Director Pat Secrest hosts a business panel discussion during the conference.

Job Seekers have New Innovative Methods to Gain Employment Opportunities

The Missouri Department of Labor and Industrial Relations teamed up with the Department of Economic Development this year to promote SHARE Network, a new method to connect job seekers to many available workforce services.



From left to right: Greg Steinhoff, Director, Department of Economic Development, Rev. Dinah Tatman, President, Metropolitan St. Louis Clergy Association, Farah Abdi, Executive Director, Somali Foundation, Roderick Nunn, Director, Division of Workforce Development and Rod Chapel, Director, Department of Labor and Industrial Relations.

The SHARE Network consists of two main components: 1) a web-based resource directory (www.sharenetworkmo.org) consisting of Faith-Based or Community Organizations (FBCO) whose missions include helping people overcome barriers to employment; and, 2) 'Access Points', that are located in neighborhoods that assist with directing job seekers to Missouri Career Centers.

Job seekers and their families will discover a wide range of excellent support services offered by faith and community based organizations, government agencies and non-profit organizations. The goal is for SHARE Network to become fully utilized throughout Missouri Career Centers and allow non-profits, service providers and government agencies to fully share resources.

Performance Measures

“We promised better stewardship and to fight waste and fraud. Millions of taxpayer dollars have been saved, and we will continue our ongoing efforts to achieve greater efficiency.”

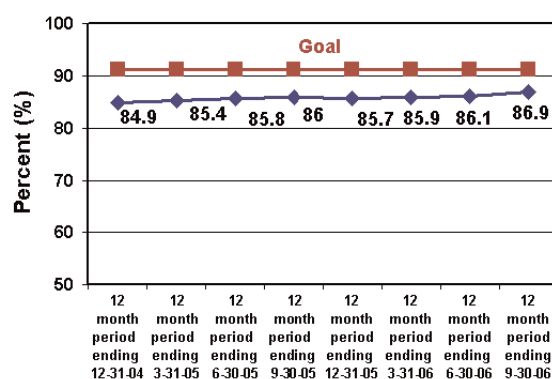
– Governor Matt Blunt
2006 State of the State Address

The Department strives to promote the economic security of workers and their families.

Filing of Unemployment Insurance Benefit Claims

The prompt payment of unemployment insurance benefits to eligible claimants is a primary objective for the Department. In state fiscal year 2006, the Department processed 361,960 initial, renewed and reopened claims. Of those workers filing a claim, 78.9 percent met the earnings requirements to establish monetary eligibility. Claimants are required to file for unemployment benefits each week. In state fiscal year 2006, 2,429,561 weekly claims were filed resulting in a total of \$388,043,000 paid in unemployment benefits.

90% of unemployment insurance intrastate first payments made within 14 days of compensable week



UI Wages and Benefits

Calendar Year	Average Weekly Wage	Average Weekly Benefit
2000	\$ 598.95	\$ 180.86
2001	\$ 618.04	\$ 195.05
2002	\$ 626.40	\$ 199.94
2003	\$ 635.51	\$ 200.00
2004	\$ 650.72	\$ 199.30
2005	\$ 684.61	\$ 208.23

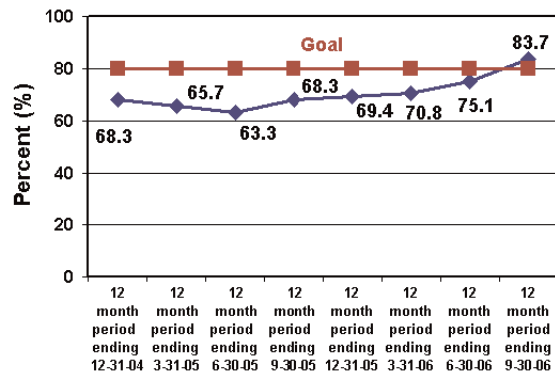


Janet Lepper, Division of Employment Security, explains how calls from unemployed workers are routed to call centers.

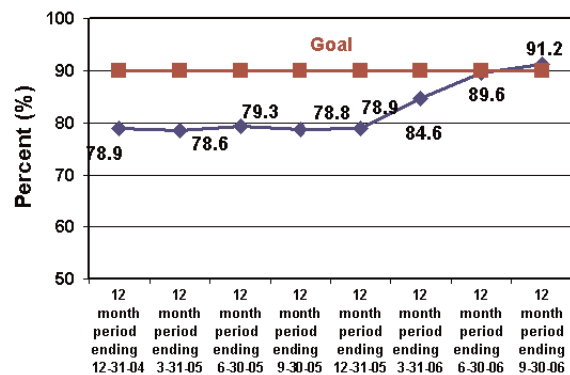
Filing of Work Related Injuries

Over 138,000 workers' compensation injuries were reported in state fiscal year 2006. Providing prompt and equitable resolution of these cases requires that each case have accurate and complete information and that the information is received in a timely manner.

80% of workers' compensation decisions by Administrative Law Judges issued within 75 days



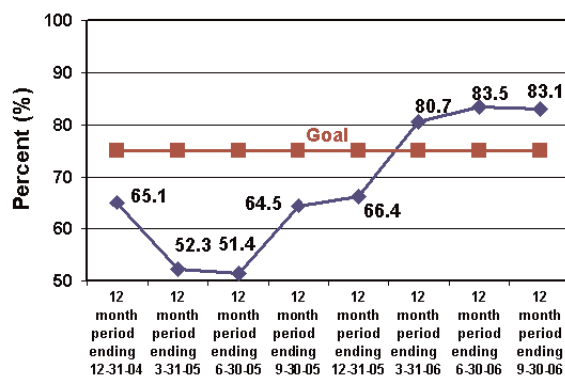
90% of workers' compensation first reports of injury filed by insurers/self-insured employers within 30 days of injury



Filing of Crime Victims' Compensation Claims

The Crime Victims' Compensation Program provides up to \$25,000 in financial assistance to victims who have suffered physical harm as a result of violent crime. In state fiscal year 2006, the program enrolled 2,302 eligible participants and paid \$7.5 million in benefits.

75% of workers' compensation, crime victims claims, processed within 45 days



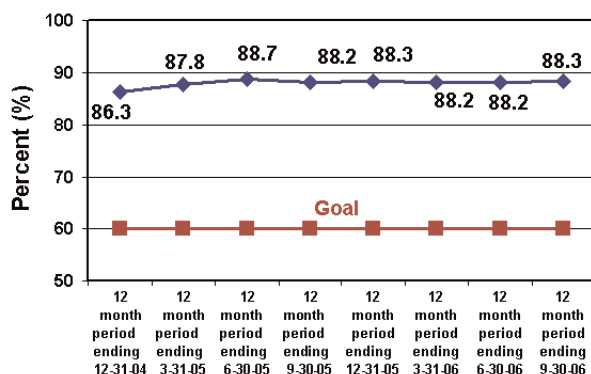
Processing of Unemployment Insurance Appeals Claims

The Unemployment Insurance Program provides due process hearings for all appeals arising under the unemployment insurance law and other special programs. In state fiscal year 2006, 29,685 cases were filed with the Division of Employment Security's Appeals Tribunal.

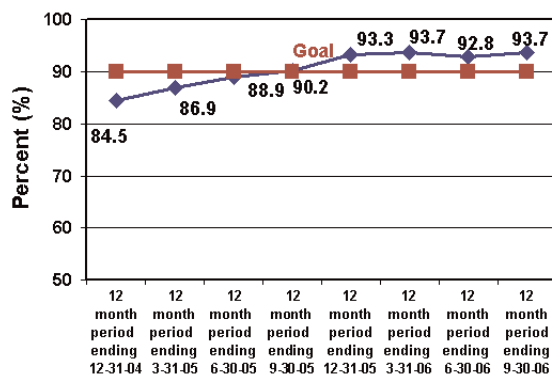


An appeals referee gets ready to review the facts in an unemployment insurance case.

60% of unemployment insurance appeals decisions are issued by the Appeals Tribunal within 30 days



90% of unemployment insurance decisions made by the Appeals Tribunal are affirmed by the Labor and Industrial Relations Commission



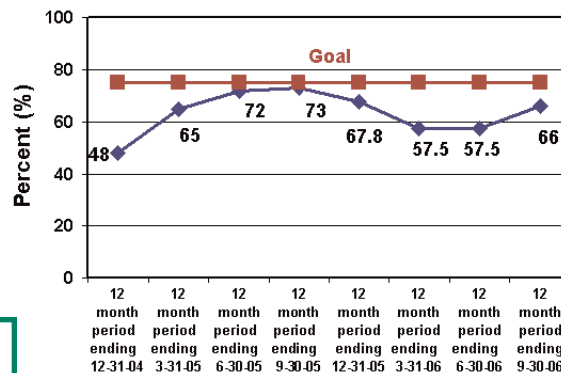
Processing Appeals at the Highest Administrative Level



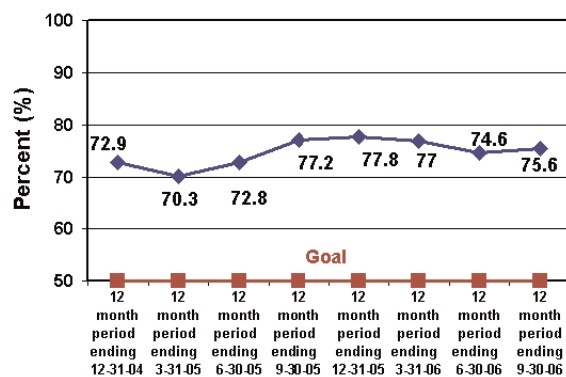
The Labor and Industrial Relations Commissioners conducting an oral argument. (l to r): Commissioner John Hickey, Chair Bill Ringer and Commissioner Alice Bartlett

The Labor and Industrial Relations Commission hears appeals of unemployment insurance, workers' compensation, prevailing wage, crime victims' compensation and tort victims' compensation at the highest administrative level. In state fiscal year 2006, 621 workers' compensation cases and 4,688 unemployment insurance cases were appealed to the Commission.

75% of workers' compensation appeals related to awards issued by the Labor and Industrial Relations Commission within 180 days



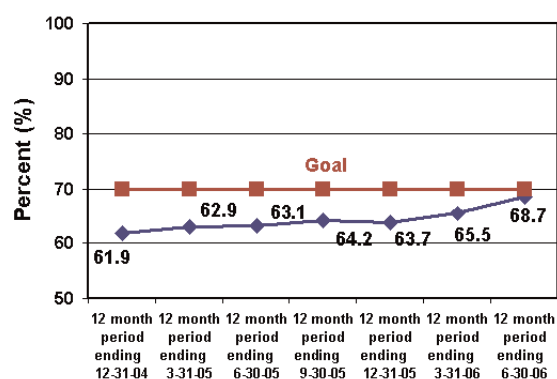
50% of unemployment insurance appeals to the Labor and Industrial Relations Commission issued within 45 days



Reemployment of Unemployed Workers

While the Department is not directly responsible for assisting Missourians find jobs, there are many functions the unemployment insurance program performs that help individuals become reemployed. The Department performs many functions designed to help beneficiaries become reemployed, including referral to employment services, benefits rights interviews that help beneficiaries understand their responsibilities in making job search contacts, and reviews of job search activities for appropriateness and methods being used.

70% of unemployment insurance claimants reemployed within the quarter following their first payment



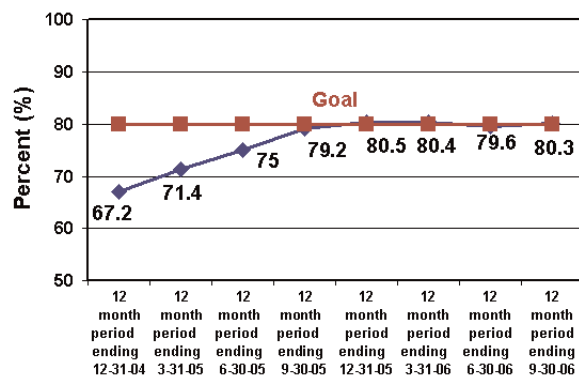
The Department works to secure economic security, enhance opportunities for Missouri workers and enforce anti-discrimination laws.

Review of Unemployment Insurance Benefit Claims

In addition to meeting the earnings requirement for unemployment insurance benefits, claimants must also meet the non-monetary provisions of the law relating to job separation and eligibility when claiming unemployment benefits. Job separations for reasons other than a lack of work (quits, discharges, etc.) or refusals of suitable work will raise an issue that must be examined for potentially disqualifying information.

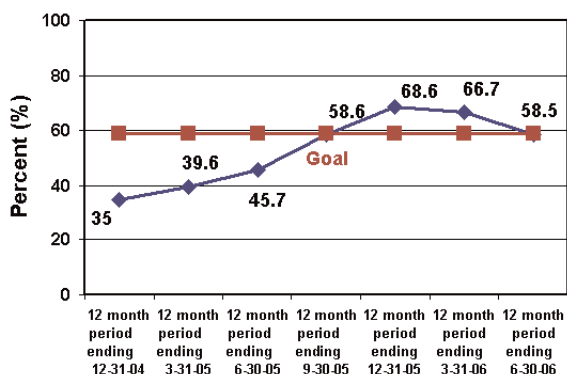
In state fiscal year 2006, 232,383 determinations were issued.

80% of unemployment insurance nonmonetary decisions on separation issues completed within 21 days



Collection of Unemployment Insurance Overpayments

59% of unemployment insurance overpayments will be established for recovery

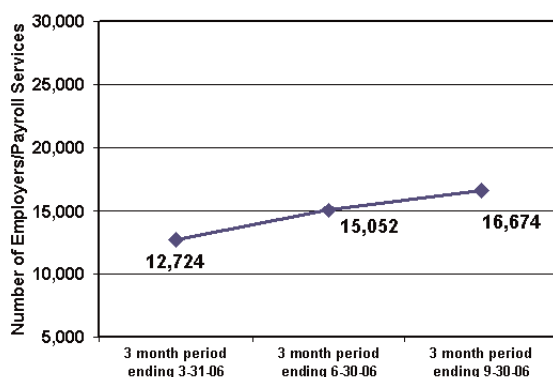


The collection of unemployment insurance overpayments is a high priority for the Department. Before the collection can occur, staff must review unemployment insurance claims to determine if the person who received the payments was eligible and received the correct amount. In state fiscal year 2006, a total of 20,623 separate overpayment cases were detected and established for recovery, resulting in the establishment of \$17,873,714 in overpayments.

Collection of Unemployment Insurance Contributions (Taxes)

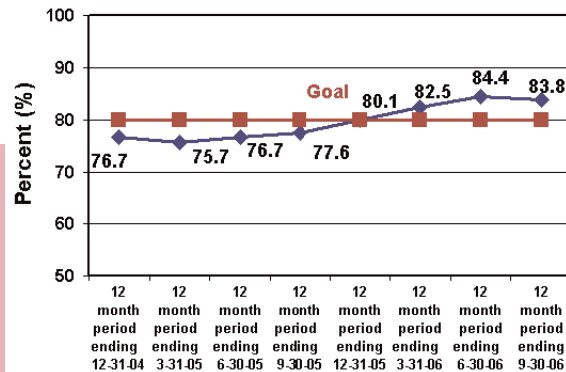
Ensuring employers accurately classify their workers, report workers' wages and pay the correct amount of unemployment contributions (taxes) appropriately contributes to accurate and timely

5% increase in the number of employers/payroll service companies that file quarterly contribution and wage reports through USTAR (from 12,912 to 13,558) by December 31, 2006



wage reporting. In January 2005, the Department implemented the Unemployment State Tax Automated Reporting (USTAR) system which allows employers to file quarterly contribution and wage reports and submit payments over the Internet. Since its inception, the Department has focused on increasing the number of employers and payroll service companies that file their quarterly information through USTAR.

80% of unemployment insurance determinations about unemployment insurance tax liability of new employers made within 90 days



USTAR Login Page

Missouri Department of Labor and Industrial Relations
Division of Employment Security

USTAR
Unemployment State Tax Automated Reporting System

Welcome to USTAR

USTAR makes filing your Missouri unemployment tax reports easier than ever! It automatically calculates total, excess and taxable wages and the contributions due. Take the [Online Tour](#) or view [Frequently Asked Questions](#) to become familiar with USTAR.

USTAR has been tested with Internet Explorer 5.0, Firefox 1.0 and Netscape 7.1, or newer versions. Earlier versions of Internet Explorer, Netscape and some other browsers may not work with this application. System requirements are available for review.

It is recommended reports and/or payments be submitted at least two business days prior to the due date to avoid unforeseen network problems that may result in interest and/or penalty.

If you experience any problems, please call our help desk at (573) 751-1995, Monday thru Friday, 8:00 AM to 5:00 PM CT (except [holidays](#)). Or send an email to mo-ustar_helpdesk@dolir.mo.gov.

For security reasons, please logout of USTAR when finished. USTAR is designed to logout after remaining on one page for 30 minutes. However, auto logout does not save data nor does it ensure the session has been closed.

If you start a report and cannot complete it within 30 minutes, click the Save & Quit button. Saved data can be retrieved for up to 30 days.

The Division of Employment Security does not recommend using USTAR on a shared personal computer.

Sign in to USTAR

By logging onto USTAR, you acknowledge you have read and agreed to the Terms of Use.

User ID:

Password:

[Forgot Password](#)

First Time User

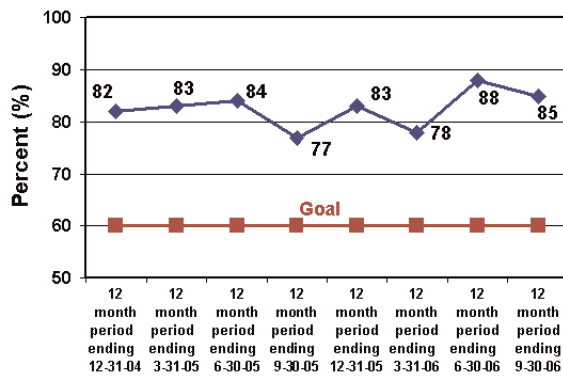
[Instructions](#) [Register](#)

MISSOURI: Div. Employment Security | Dept. of Labor & Industrial Relations | State Government
Email: [ESEmptax](#) | [Disclaimer](#) | [HOME](#)

Following Missouri Anti-Discrimination Laws

A prepared workforce includes citizens that are safe from discrimination in the areas of employment, housing and public accommodation. Missourians must feel secure at their job, have adequate housing and have the accommodations necessary to be productive citizens at work and in the community.

60% of human rights investigations involving housing completed within 100 days of complaint receipt

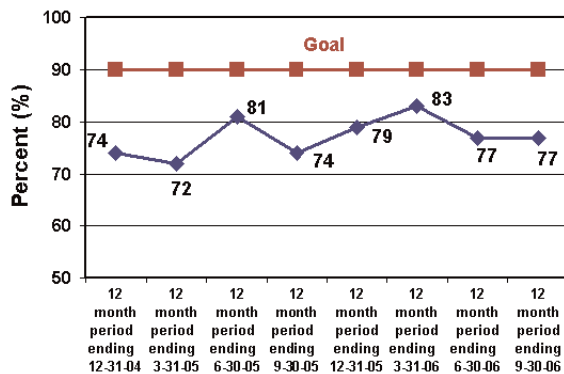


In state fiscal year 2006, 11,538 inquiries about filing a discrimination complaint was received. During the same period, 1,893 complaints were filed. Eighty-five percent of cases filed alleged discrimination in employment, eight percent in housing and seven percent in public accommodations.

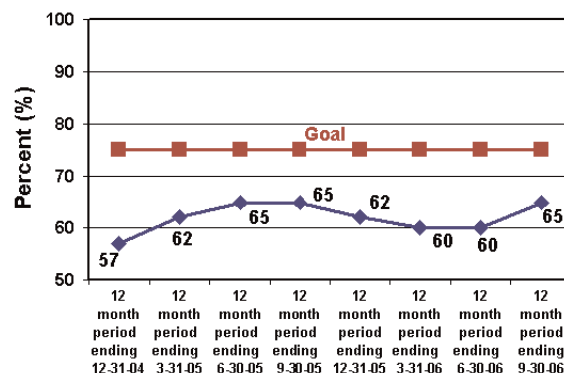


Missouri Commission on Human Rights' staff speak with Missourians on a daily basis to help determine if discrimination has taken place in employment, housing or public accommodations.

90% of human rights investigations involving housing concluded through conciliation within 100 days of complaint received



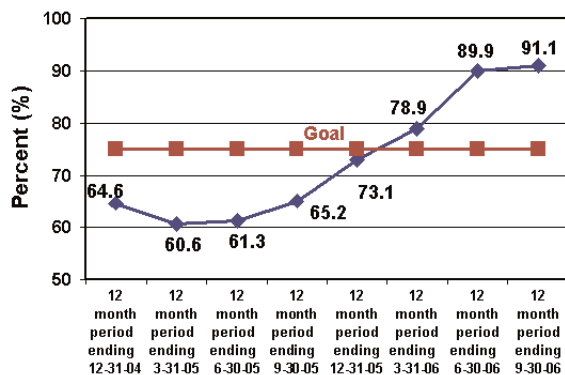
75% of human rights charges involving employment and public accommodations resolved within 180 days



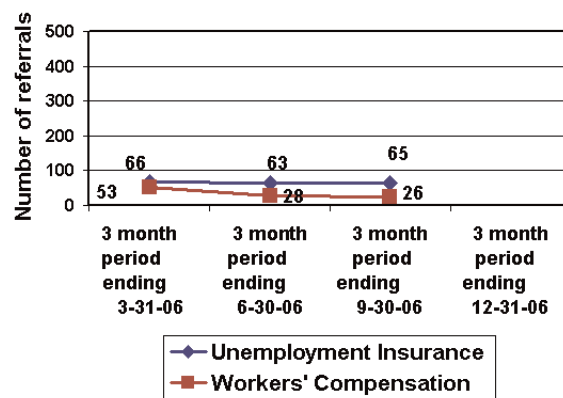
Unemployment and Workers' Compensation Fraud

The Department is focused on identifying and prosecuting fraudulent unemployment and workers' compensation cases. An increased effort was made this year to strengthen partnerships between the Department and the US Department of Labor's Office of Inspector General and the Missouri Attorney General's Office. The expanded partnerships will allow for better detection and prosecution of individuals attempting to defraud the unemployment insurance or workers' compensation systems.

75% of workers' compensation, fraud and non-compliance cases, processed within 120 days



5% increase in the number of fraudulent/noncompliance cases referred for prosecution in unemployment (from 250 to 263) and workers' compensation (546 to 573) cases by December 31, 2006



Earning Correct Wages

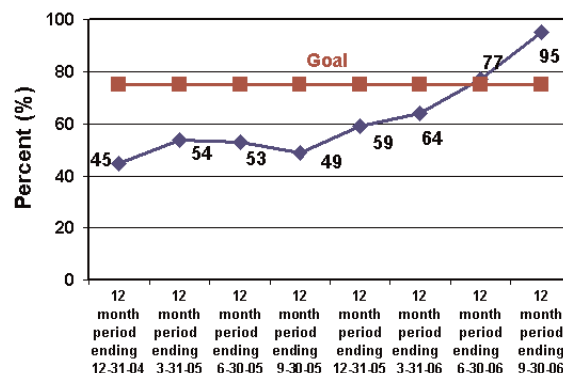


Construction workers

The Department is responsible for establishing a minimum wage rate that must be paid to workers on public works construction projects in Missouri, such as bridges, roads and government buildings. To ensure the law is followed and wage earners collect their appropriate wages, the Department

investigates allegations of incorrect payment of wages.

75% of labor standards investigations on complaint cases involving prevailing wage closed within an average of 120 days

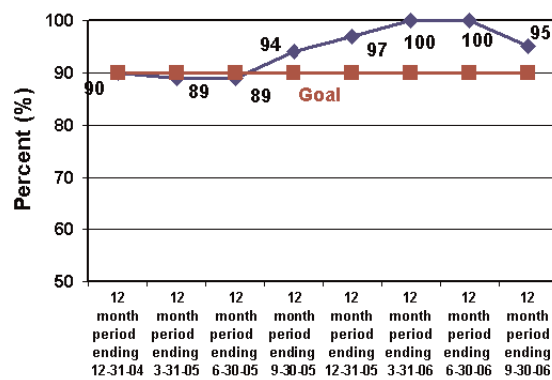


The Department offers safety and health programs to help reduce workplace accidents, illnesses and fatalities.

Youth Employment

Each year, many youth are injured on the job. The Department investigated and resolved 3,636 violations of Missouri's Child Labor law in state fiscal year 2006 and positively impacted the lives of 851 working youth. Correction of violations leads to youth working in safe and healthy workplaces which permits better achievement of educational goals.

90% of labor standards investigations on cases involving child labor completed within 120 days



**Working Past 7 o'clock
Affects More
Than Your Paycheck**



Know the guidelines
for working teens.

To find out more, go to
www.TeensWorkSafe.com
or contact us at 573-751-3403

TeensWorkSafe.com is a program of the Missouri Division of Labor Standards.

Safe and Healthy Workplaces

Unsafe and unhealthy workplace practices endanger the health and safety of Missouri's workforce and can hinder the educational opportunities and development of working youth. The Department offers three safety and health programs that help educate employers and employees about their workplace rights and responsibilities. The Department provides workplace consultations and conducts educational trainings and presentations to employers and insurance companies. Over the past 10 years, Missouri has witnessed a significant decrease in the number of workplace injuries reported.

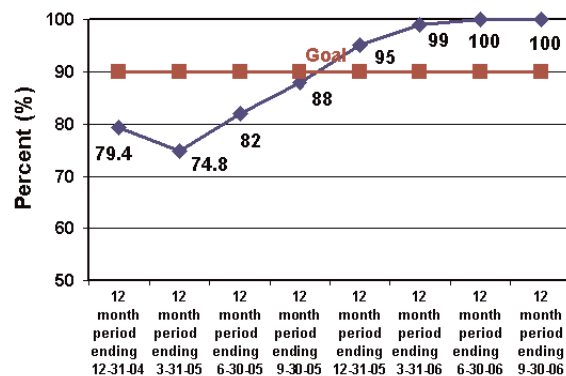


On-Site Safety and Health Consultant assists employers in identifying and abating workplace hazards.

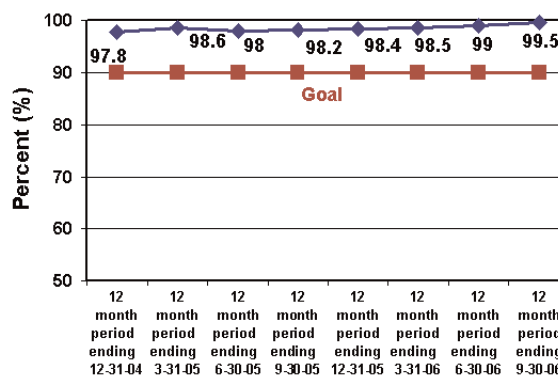


Factory worker

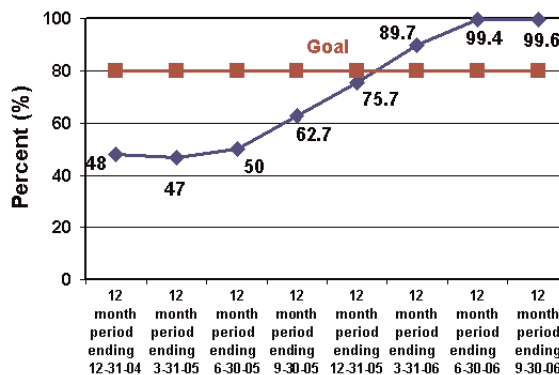
90% of labor standards inspections involving mine and cave safety made within 14 days



90% of labor standards safety and health initial consultation visits conducted in high hazard industries



80% of labor standards occupational safety and health written reports prepared and sent to employers within 14 days



Department Details

“Our ongoing efforts to root out waste, take advantage of opportunities to reduce costs and constantly seek ways to improve efficiency are adding up to real savings for Missouri taxpayers. I applaud the Department of Labor for making common sense changes to offer quality customer service and get the most out of every dollar.”

– Governor Matt Blunt

The Labor and Industrial Relations Commission is composed of three members. Each commissioner is appointed to a staggered six-year term by the governor with the advice and consent of the Senate. One member of the commission, a licensed Missouri attorney, who is qualified by reason of previous activities and interests, represents the public. Another member represents employers and the remaining member represents employees. The governor designates a member of the commission as chair. Historically, the representative of the public has been designated and confirmed as chair of the commission. The present chairperson is the public member of the commission.

The commission hears appeals from decision and awards in workers' compensation, unemployment compensation, crime victims' compensation and tort victims' compensation cases, at the highest administrative level. In addition to these appellate duties, the commission hears and decides prevailing wage disputes. The commission is charged with the statutory authority to approve or disapprove all rules or regulations promulgated by the divisions within the department.

The commission has the responsibility of determining an appropriate bargaining unit of public employees, based on their community of interests. It also conducts secret ballot elections to determine majority status.

The commission nominates and the governor appoints, subject to the advice and consent of the Senate, a director of the Department of Labor and Industrial Relations to be the chief administrative officer.



*William F. Ringer
Chair*



*Alice A. Bartlett
Commissioner*



*John J. Hickey
Commissioner*

State Fiscal Year 2006

4,659	Unemployment Insurance Appeals Decisions Issued
621	Workers' Compensation Appeals Decisions Issued
86	Prevailing Wage Objection Decisions Issued
28	Public Sector Labor Petitions Filed



*Katharine Barondeau
Director*

Unemployment Insurance programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

The Division of Employment Security provides payment of unemployment insurance benefits to workers who become unemployed through no fault of their own. Eligible individuals may qualify for up to 26 weeks of unemployment compensation. One goal of the Division is to promptly supply payments of unemployment benefits to eligible claimants. Individuals may file claims by telephone or via the Internet.

Payment of benefits under the regular program are made from a trust fund supported by contributions from employers and payments by certain governmental and nonprofit employers who reimburse in lieu of paying contributions. No part of the contribution is deducted from a worker's wages.

The Division collects contributions from Missouri employers for the payment of weekly unemployment benefits to qualified claimants. The Division of Employment Security ensures that employers are reporting their workers' wages and paying the correct contributions on those wages.

An independent appeals tribunal hears and decides appeals arising from determinations made by Division of Employment Security deputies in unemployment benefits cases. Referees conduct hearings and issue written decisions in regular unemployment insurance benefit appeals, appeals involving the tax liability of an employer and other special unemployment insurance programs.

State Fiscal Year 2006

136,880	Employers Liable for Contributions
16,140	New Employer Accounts Established
\$570,568,252	Employer Contributions Collected
2,384	Employer Compliance Audits Completed
361,960	Initial Claims Filed
\$388,043,000	Unemployment Insurance Benefits Paid
\$10,302,731	Unemployment Insurance Overpayments Collected
29,685	Appeals Filed

The Division of Workers' Compensation works with employers and employees regarding workplace injuries and illnesses. Many Missouri employers are required by law to carry workers' compensation insurance for employees. Workers' compensation insurance provides financial assistance to workers injured on the job. The Division helps ensure that those injured workers receive appropriate medical treatment and payment of compensation for lost wages.



Patricia Secrest
Director

The Division also provides prompt and equitable resolution of disputes in cases of work-related injuries and occupational diseases. Mediation services are provided to help employers and employees resolve disputes about medical treatment and lost wages. This helps prevent costly depositions or formal hearings.

To ensure compliance with workers' compensation laws, the Fraud and Noncompliance Unit conducts confidential investigations of all allegations of workers' comp fraud and noncompliance on the part of employees, healthcare providers and employers, including situations when an employer fails to carry required workers' compensation insurance (noncompliance). If fraud or noncompliance is evident, the case is referred to the Office of the Attorney General for prosecution.

The Division of Workers' Compensation also assists victims of violent crimes who have suffered physical injury as a result of a crime. Dependents of deceased crime victims may also receive benefits.

State Fiscal Year 2006

138,863	First Reports of Injury (workplace injuries) Filed
971	Number of Hearings (cases that go before an ALJ)
32,236	Total WC Awards and Settlements
1,661	Fraud and Noncompliance Cases Investigated
382	Fraud and Noncompliance Cases Referred for Prosecution
2,302	Crime Victims' Compensation Cases Filed
\$7.3M	Crime Victims' Compensation Award Payments



Allen Dillingham
Director

The Missouri Division of Labor Standards provides information about workplace issues and enforces certain labor laws within the state. The Division can provide information about worker safety and health, mine and cave safety, complying with laws regarding child labor, prevailing wage, minimum wage, overtime and dismissal rights, as well as many other general workplace issues.

The Division of Labor Standards consists of four sections:

1. Wage and Hour Section
2. On-Site Safety and Health Consultation Program
3. Mine and Cave Safety and Health Program
4. Missouri's Worker Safety Program

Labor Standards' Wage and Hour Section helps Missourians get correct information regarding wages, work hours, vacations, lunches, hiring and more. Employers and employees are provided information on their workplace rights and responsibilities. Over 18,000 phone calls are answered each year.

The Wage and Hour Section also administers Missouri's Child Labor and Prevailing Wage laws. They help employers protect children's safety, health, morals, educational processes and general well-being. In addition, the Division is responsible for compiling wage surveys to set the prevailing wage, providing educational outreach and conducting wage investigations to ensure the prevailing wage law is followed.

The Division's On-Site Safety and Health Consultation and Mine and Cave Safety and Health programs strive to reduce work-related injuries, illnesses and fatalities by educating and training employers and employees on workplace safety and health issues. The Division performs consultations and inspections of work sites, during which division employees identify job hazards and offer recommendations for hazard correction and elimination. The On-Site Safety and Health Consultation Program provides no-cost, on-site safety and health consultations with no penalties or fines for Missouri employers with up to 250 employees.

The Missouri Workers' Safety Program evaluates and certifies the safety programs of workers' compensation insurance carriers in Missouri.

The Division's programs help Missouri's children, employers and employees participate in healthful and profitable working and educational experiences.

State Fiscal Year 2006

17	Child Labor Complaints Received
3,636	Child Labor Violations Found
182	Mines/Caves Inspected
3,322	Miners Trained
667	On-Site Workplace Consultations Conducted
197	Prevailing Wage Complaints Received
116	Prevailing Wage Violations Found
\$63,160	Prevailing Wage Penalties Collected

The 11-member Commission provides equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act. It develops, recommends and implements ways to prevent and eliminate discrimination in the workplace, public accommodations and housing. Discrimination based on race, color, religion, national origin, ancestry, sex, physical/mental disability, age and familial status is prohibited by the Act.

Any person has the right to file a written complaint of unlawful discrimination with the Commission on Human Rights. The Commission reviews and investigates the complaint and makes a determination whether there is probable cause to believe discrimination has occurred. If discrimination is found, conciliation is attempted. If the complaint is not resolved in conciliation, a public hearing may take place to adjudicate the matter.



Donna Cavitte
Executive Director

Commission

Alvin Carter
Chairperson
Term expires 4-1-2011

Robert Charles Scott
Commissioner 1st District
Term expires 4-1-2007

Herman Elmore
Commissioner 2nd District
Term expires 4-1-2011

Christi Anne Checkett
Commissioner 3rd District
Term expires 4-1-2009

Susan Lee Pentlin
Commissioner 4th District
Term expires 4-1-2006

Joanne M. Collins
Commissioner 5th District
Term expires 4-1-2008

Daniel E. Champion
Commissioner 6th District
Term expires 4-1-2012

Adolfo Castillo
Commissioner 7th District
Term expires 4-1-2009

Abdeldjelil "DJ" Belarbi
Commissioner 8th District
Term expires 4-1-2007

Jaye A. Jackson
Commissioner 9th District
Term expires 4-1-2008

David Zimmerman
Commissioner At Large
Term expires 4-1-2010

State Fiscal Year 2006

1,893 Cases received
2,148 Decisions rendered

% Filed by Category

Employment.....85%
Housing..... 8%
Public Accommodations..... 7%

% Filed by Type

Sex29.9%
Race28.0%
Retaliation.....23.7%
Disability28.7%
Age.....15.9%

The Commission also offers training to public and private employers, organized groups, school districts and housing providers on topics such as sexual harassment prevention, cultural sensitivity, disability sensitivity and fair housing information.

Financial Summary

*“We have moved from a massive budget
shortfall to the first surplus in five years.”*

– Governor Matt Blunt
2006 State of the State Address

<u>Division</u>	<u>Total Appropriation</u>
Director and Staff.	\$ 9,869,931
ITSD Consolidation	\$ 5,697,916
Labor and Industrial Relations Commission	\$ 962,286
Division of Employment Security	\$ 67,352,310 *
Division of Labor Standards	\$ 2,568,392
Division of Workers' Compensation	\$ 86,973,744 **
Missouri Commission on Human Rights.	\$ 1,773,654
Total.	\$ 175,198,233

* This amount includes tax interceptions, claim payments and federal interest payments.

** This amount includes second injury, crime victims and tort victims' claims payments and second injury refunds.



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